

STATINTL

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14 SEP 1970

Meeting
10 SEP 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with the Executive Director-Comptroller on
15 September 1970

1. Present were Messrs. Smith, Bannerman, Karamessines, Steininger, Houston, Stewart, Wattles, and the undersigned.

2. The first subject tabled by the Executive Director was the incorporation of the Selection-Out concept into Agency regulations. Colonel White made it clear that he wanted the views of all present on whether the Selection-Out concept should be included [] or in a separate regulation. He did not want a detailed review of the regulation language. Mr. Houston favored including Selection-Out [] He believed a multiplicity of regulations covering involuntary separation would be confusing to the employees, confusing to those engaged in the processing of involuntary separations and could be troublesome to lawyers if a case were taken to the courts. Mr. Karamessines preferred a separate regulation primarily to distinguish between those being separated for a variety of reasons based on unsuitability and those being selected out. Mr. Bannerman expressed the opinion that a second regulation would duplicate [] in all procedural details and, therefore, appeared unnecessary although he recognized the problem raised by Mr. Karamessines. Mr. Smith tended to agree with Mr. Bannerman but thought that a compromise position could be reached by rewriting the scope section of the regulation to provide for two categories of separation actions. Mr. Stewart's position for a separate regulation to cover Selection-Out had been prepared in writing and was in the hands of all present. Colonel White thought it a good idea, and all present agreed, to attempt a rewrite in which Selection-Out and more negative reasons for separation would be covered separately in the "scope" portion of the regulation.

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3. Mr. Wattles then briefed the group on the status of negro employment in the Government in general and in the Agency. The key point made was that the Agency has made little progress in the employment of negroes during the past twelve years. The group was also advised of a number of positive measures being taken by the Office of Personnel to improve this situation. Colonel White agreed that we must "lean forward" in an effort

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to recruit qualified negroes. A number of suggestions were made including the use of a highly qualified consultant and consultation with on-board negro professionals to determine whether they could recommend promising candidates.

4. Colonel White reviewed the case of a young female employee who resigned from the Intelligence Directorate after spending over one year trying to transfer to the Plans Directorate. This case came to the Director's attention as the result of a letter sent to him by this young lady explaining the difficulties she encountered. It was recognized that the girl in question was rather restrictive in identifying the type of duties she wanted to perform thereby complicating the problem of reassignment. Nevertheless, the Director wants the Deputies to adopt a more positive attitude in accommodating junior employees who want to transfer between Directorates. He doesn't see this as a major problem for individuals at the GS-7 through 9 grade levels.

5. Colonel White's next subject was the limited retirement quota now available under the CIA Retirement System. He had discussed this problem with the Director who thought it best "not to put the brakes on too hard." Colonel White's guidance was to consider all cases with care, as we always do, but to handle requests for retirement as they come forward. We may want to reconsider this question in a few months, if necessary. The Deputies were urged not to encourage the submission of cases claiming qualifying service when the nature of the service clearly does not meet the regulatory criteria. He recognized that such requests must be forwarded if the employee insists.

6. As his final item, Colonel White announced that the Army War College had requested that the Agency provide an officer to the college faculty. The Director has agreed to make a man available for this assignment.

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Deputy Director of Personnel

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